

Total Compensation

The State of Utah offers a total compensation package including pay, benefits, flexible schedules, education assistance, training courses, and workplace opportunities to help you get the most out of your career and personal life.

Total Compensation

Your paycheck is just part of your total compensation package. Employee's total compensation consists of salary and an outstanding employee benefits package including medical & dental insurance, pension, 401(k), annual leave, sick leave, holiday pay, long term disability, life insurance, and post-retirement medical. The value of your benefits package is variable based on your hourly rate. Plug your hourly rate into the Total Comp Calculator (links below) to see what your Total Annual Compensation is.

[Total Comp Calculator - Full Time Employee](#)

[Total Comp Calculator - Public Safety Full Time Employee](#)

[Total Comp Calculator – Part Time Employee](#)

[Total Comp Calculator - Public Safety Part Time Employee](#)

Insurance

State of Utah employees can choose from 4 medical plans, 3 dental plans, and 2 vision plans. Flexible Spending Accounts (FSA) or Health Savings Accounts (HAS) are also available for qualified medical expenses. Long Term Disability Insurance (LTD) and \$25,000 Minimum Life Insurance is provided and funded by the state for all benefit eligible employees. Additional life insurance up to \$325,000 can be purchased. Accidental Death and Dismemberment Insurance (AD&D) is also available for purchase.

Retirement

We offer an excellent retirement plan, which may include employer 401(k) contributions. In addition, employees may participate in the 401(k) or 457 deferred compensation programs for tax deferred retirement investments.

Voluntary Benefits

State of Utah employees can choose to purchase voluntary benefits including Hyatt Legal, discounted Home & Auto Insurance, Long Term Care, and receive access to credit unions.

Annual Leave and Sick Leave

Leave benefits include 13-22.75 days of annual leave (vacation) per year, 11 paid holidays, 13 days of sick leave per year (unlimited accrual), jury duty leave, bereavement leave (funeral), military leave, disaster recovery leave, organ donor leave, and/or approved administrative leave.

Flexibility

Flexible work schedules and telecommuting options may be offered to state employees. Arrangements should be made with employing agency.

Dependent Care

Our Flexible Spending Account Program provides a simple and inexpensive way to help you pay for dependent care expenses by reducing your taxable income, income tax liability, Social Security, and Medicare taxes.

Life Assistance Counseling & Employee Assistance

Benefit eligible employees qualify for free Life Assistance Counseling offered through PEHP Health Plans. This program is designed to help individuals resolve personal and/or family problems.

The State of Utah also offers an Employee Assistance Program for personal and/or work-related problems, which may impair job performance.

Education Assistance

State agencies may assist an employee in the pursuit of educational goals by granting administrative leave to attend classes, a subsidy of educational expenses, or both.